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MEMORANDUM

Date: December 4, 2009

To: Dr. Jane Gerety, RSM, President, Salve Regina University

From: Faculty Salary and Benefits Committee (FACSB): Jameson F. Chace, John Quinn (co-chairs), Jo Ann Barnes Mullaney, Craig Coonrod, Jennifer Dech, Carol Gibbons, Mary-Louise Greeley, Donna Harrington-Lueker, Sandor Kadar, Bernard Munge, James Nugent, Matthew Ramsey, Steven Symington, Nery Villanueva, and James L. Yarnall

CC: William Stout, President of Faculty Assembly

RE: Meeting December 7th regarding Faculty Salary and Benefits

FACSB is an ad-hoc, volunteer committee of full-time faculty that advises the president of Salve Regina University on matters of faculty salary and benefits. We continue to appreciate the opportunity to provide you with faculty concerns about salary and benefits as well as the opportunity to provide you with recommendations for faculty salary and benefits for the next fiscal year.

FACSB has conducted its own research, comparing our salaries and benefits with other institutions, provided opportunities for faculty to discuss these issues with us in faculty assembly and faculty forums, and, in this economic climate, compared the response by Salve Regina University to some other comparable institutions.

In our last meeting with you on November 9, 2009 we agreed that the list of comparable institutions needed to be re-examined and re-evaluated. There could not be a more appropriate time for Salve Regina University to examine itself in comparison to other fine institutions of higher education in the Northeast than during the NEASC accreditation assessment.

Given that the administration and faculty have not reached an agreement upon a list of comparable institutions, FACSB has taken a broad approach and provides you with a list of all American Association of University Professors (AAUP) tier II (A and B) institutions in New England (see attached). Technically, Salve Regina University is a Tier IIA program offering Master's degrees. This is the group to which we have been favorably compared in *US News and World Report* rankings for the Northeast (30th last year). In New England this Tier IIA ranking provides only a small pool of 29 programs, therefore, for the purposes of providing the most balanced approach we expanded this list to all 67 tier II programs in New England (tier II A and B). This expanded list includes the baccalaureate-only programs within which Salve Regina University was historically included. We feel that this

is a broad, even and justified approach, and we look forward to discussions with you about this list over the remainder of the Academic year.

At the December 2, 2009 Faculty Assembly meeting FACSB brought the following proposal before the faculty for a vote on each of the three elements below. The faculty support this proposal.

RETIREMENT BENEFITS

1. As approved by the faculty assembly: *Salve Regina University fully restore employer contributions to retirement pensions at or above the 2008 level for all full-time faculty and staff. Given the operating budget surplus of 2009, Salve Regina University should provide a pension compensation plan, for the 2009-2010 loss, for the faculty and staff.*

The complete loss of employer contributions to 403(B) (previously in 2008: 8.5% up to \$51,169, and 10% above that amount) was unprecedented at Salve Regina University, atypical among all other institutions of higher education, and was enacted without any discussion with the faculty.

- Among 684 institutions in our TIAA-CREF coverage model (\$20 Million to \$200 Million in assets) only 94 institutions reported (October 27, 2009) significant changes to salary and benefits, either in actuality or under consideration. Of those 94 institutions only nine other programs completely stopped employer contributions to retirement pensions, 31 programs reduced employer contributions; clearly, the majority of institutions did not change their employer contributions to faculty and staff pension plans.
- These results compare with a recent report in *Chronicle of Higher Education* (October 25, 2009) that 10% of 166 institutions (31% of which were private baccalaureate) reduced employer contributions to pensions.
- None of the area institutions (Roger Williams University, Providence College, Bryant University, Rhode Island College, Johnson and Wales University) cut employer contributions to pensions.

While the fiscal crisis is real, Salve Regina University's response by completely cutting pension contributions to all faculty and staff without any deliberation is atypical and unjust. The faculty request that employer contributions to the pension be restored immediately.

The faculty are very concerned about the recent information that the operating budget was in surplus last year (October 15, 2009 president's report to trustees), a surplus that funded capital expenses, when the faculty was clearly told otherwise at the end of the spring 2009 semester meeting with Sister Therese. Therefore, the faculty request compensation for the loss of pension contributions during this time (July 1, 2009 to present), as they feel it was their pension contributions that have been reallocated to capital expenses.

ANNUAL SALARY INCREASE

2. As approved by the faculty assembly: *Salve Regina University provide at least a 3% increase to all salaries for the next fiscal year.*

While the salary freeze made effective July 1, 2009 was a more common practice among institutions of higher education than cutting employer contributions to the pension (65% of 166 institutions froze salaries last year, *Chronicle of higher Education*, October 25, 2009), the fact remains that Salve Regina University salaries lag well behind average salaries by rank among other tier II institutions in New England (Figure 1). FACSBS points out the serious nature of the salaries of full professors that has the largest gap, by amount and percent, when compared to the average of all other tier II institutions in New England.

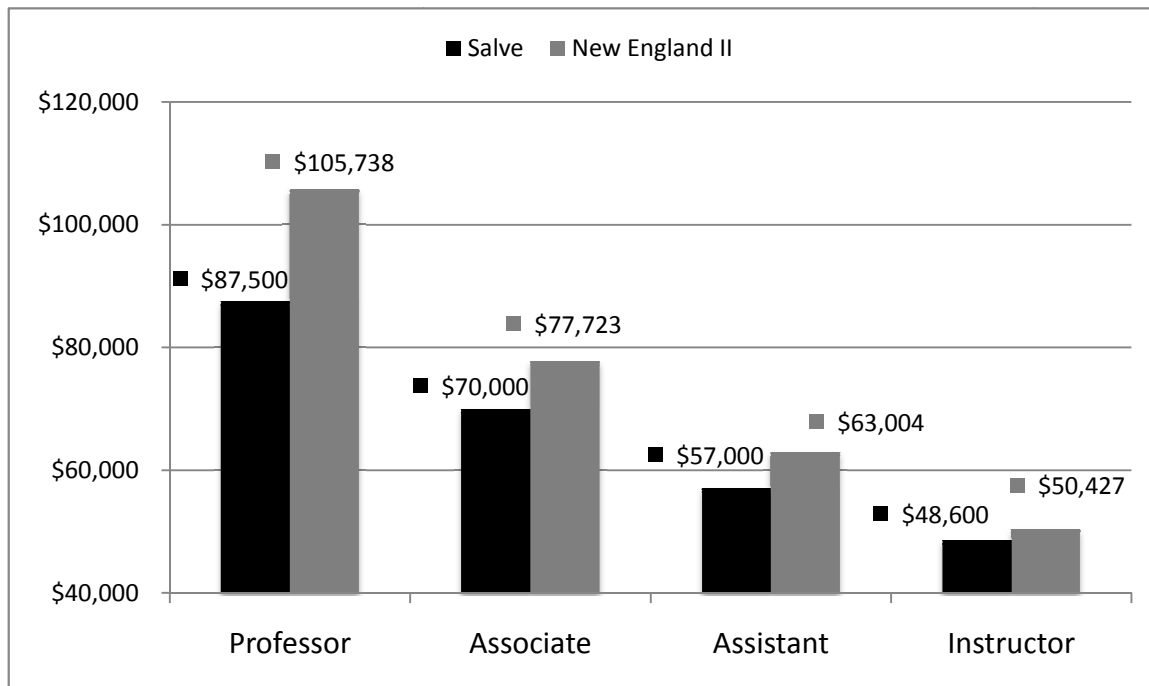


Figure 1. Median salaries by rank at Salve Regina University compared to the average salaries by rank for all AAUP tier II colleges and universities in New England (n=67) as published by *Academe* March-April 2009. Presented to the president of Salve Regina University on December 7, 2009.

Additionally, other colleges in Rhode Island did not freeze salaries, but instead some received salary increases (e.g., Providence College 4.5%, Roger Williams University 3.0%, Bryant University 2.5%, Rhode Island College 0%). This places Salve Regina University faculty further behind local and comparable universities at a time when the cost of living has not become any less expensive, especially in the Newport area.

A 3.0% increase effective for the 2010-2011 fiscal year is reasonable when compared to the salary increases at the other institutions in Rhode Island divided over the years 2009-2011

(1.5% per year). This is, in effect, an attempt to keep the salaries in the same place relative to the cost of living. The increase is justified by what other faculty have received from other universities under the same external economic conditions and state-based cost of living expenses. An increase greater than 3.0% would allow faculty salaries to begin to catch up with average salaries at their peer institutions in New England.

PROFESSIONAL DEVELOPMENT FUNDS

3. FACSB recommends that a mechanism be established in 2010 to fund professional development and increase funding for travel to professional meetings.

Professional development funds were restricted beginning in July 2009, and the additional funding for international travel to present scholarly work was eliminated; travel budgets for presentation at meetings was retained at \$1,000 per year.

A FACSB survey in spring 2009 found that many faculty members supplemented the \$1,000 travel allowance with professional development funds. That is, for many disciplines there is a substantial registration fee to attend a national meeting coupled with high costs of air travel and hotel accommodations that generally exceed \$1,000. The professional development funds that were available to all faculty members were often used to offset those high costs. This year faculty will either not attend the more expensive national meetings or use personal funds to make up the difference.

As a Catholic university of distinction, with a ranking of 30th in the *U.S. News and World Reports* rankings for Master's comprehensive universities in the Northeast, Salve Regina University needs to invest in faculty scholarship. This is critical to attracting new faculty, retaining faculty, supporting faculty scholarship, advancement and promotion, and, most importantly, maintaining cutting-edge educational programs for Salve Regina students in all disciplines.

FACSB highly recommends the creation of a fair mechanism to allow faculty travel to national meetings for presentation and/or a fund that would assist with other aspects of professional and scholarly development.